ARTICLE 5
NONDISCRIMINATION IN EMPLOYMENT

A. Within the limits imposed by law or University regulations, the University, in the application of the provisions of this Agreement, shall not discriminate against or harass employees on the basis of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, gender identity, pregnancy, physical or mental disability, medical condition (cancer related or genetic characteristics), genetic information (including family medical history), status as a covered veteran, service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994), age, or citizenship.

B. The University shall not discriminate in the application of the provisions of this Agreement based on Union or non-Union affiliation.

C. Allegations that this Article has been violated by the University, shall be grievable and/or arbitrable only when pertaining to an alleged discriminatory application of another provision of the Agreement that is grievable and/or arbitrable.